

ASTI

2024

Preliminary Agenda

Motions for Annual Convention

**AMENDMENTS
TO MOTIONS FOR
ANNUAL CONVENTION, 2024
MUST BE SUBMITTED TO THE GENERAL SECRETARY,
TO REACH HEAD OFFICE NOT LATER THAN JANUARY 31st 2024
(RULE 72(d)).**

Branches may asterisk **eight** motions from the Preliminary Agenda indicating their choice in order of priority.

Motions which are already Association Policy have been annotated.

STRICTLY CONFIDENTIAL TO MEMBERS

**SALARIES AND ALLOWANCES, POSTS OF RESPONSIBILITY,
SUPERANNUATION, EXAMINERS AND SUPERINTENDENTS, REDEPLOYMENT**

SALARIES AND ALLOWANCES

1. That the ASTI demand that teachers be awarded incremental credit for all teaching service overseas.
(Carbery)
2. That the ASTI seek the payment of allowances for Programme Coordinator be comparable to the payment system currently in place for AP1s and AP2s. The payment to be continuous throughout the year and not be subject to a break every September/October until enrolment numbers are confirmed as part of the October returns.
(Cork South Paddy Mulcahy)
3. In the interest of recruitment and retention of teachers, that the ASTI negotiate the shortening of the salary scale for secondary teachers. This shortening of the scale is to include the reduction in the amount of time for the payment of the Long Service Increment (LSI). The first long service increment be given after 3 years at the top of the scale and after another 3 years a second long service increment is given, as is the practice for some other public service workers.
(Dublin North West)
4. That the ASTI fully explore the impact on the pay of serving teachers and the pensions of retired teachers of any sectoral bargaining element in any pay agreement.
(Dublin North West)

Composite Motion
5. That ASTI demand payment of a training allowance for PME students in their second year of their teacher training from September 2024.
(Carbery)
(Cork South Paddy Mulcahy) (Already Policy)
6. That the ASTI demand that all years of teaching service abroad in recognised second-level schools shall be included in the calculation of incremental credit.
(Dungarvan)
7. That the ASTI negotiate with the Department of Education for an away from base allowance for teachers who accompany students on school trips as recognition for the extra responsibility and workload involved.
(Enniscorthy)

8. That the ASTI negotiate a reduction of the 25-point incremental scale to a 20-point incremental scale.
(Kerry)
9. That the ASTI negotiate, with the Dept of Education and any other relevant government department, for teachers who commenced their teaching careers by accepting temporary positions as substitutes for permanent teachers on maternity /sick leave /study leave before 2001 that they receive incremental credit for such service.
(Tipperary)
10. That the ASTI take immediate action to ensure that all members of the teaching profession receive equitable and equal pay for equal work.
(Wicklow) (Already Policy)

POSTS OF RESPONSIBILITY

11. The ASTI demand that all interviews for posts of responsibility in all second-level schools be carried out by an independent interview panel, not to include any current or former principal, in the interest of equality and fairness to all applicants.
(Dublin North West)
12. That the ASTI demand that principals must declare any relationship to any applicant for a post of responsibility, as is done in other Public Service Organisations, in the interest of fairness and accountability.
(Dublin North West)
13. The ASTI issue a directive (requires a ballot) to its members that the duties of a post of responsibility cannot be changed by any one staff member and must be changed by agreement by staff consensus in the interest of staff collegiality.
(Dublin North West) (Requires a Ballot)
14. That the ASTI negotiate an end to the current “competency” based interview model, as the sole selection criteria for posts of responsibility in schools in the interest of equality and fairness.
(Dublin North West)
15. That the ASTI negotiate with the Department of Education to link the payment for AP1 and AP2 posts to the number of students in the school where the post is performed.
(Fingal)

16. That the ASTI demand that points awarded to seniority in posts of responsibility interviews be reinstated. **(Stillorgan)**

17. In the interview process for all posts of responsibility in schools the ASTI shall negotiate with the relevant bodies to nominate an independent observer who shall be present throughout the process and respond to all parties on the fairness of the process. **(Tipperary)**

18. That ASTI negotiate for all Post Holders, in all schools, to receive a time allowance to enable them to carry out the extra duties and work required for their post. AP1s should receive a minimum of 4 hours while AP2s should receive a minimum of 2 hours. **(Waterford)**

19. That ASTI negotiate with the Department of Education for Post of Responsibility allowances to be paid on a scale based upon the size of the school as per Principal and Deputy Principal allowances. The minimum allowance for the posts should be the current allowances with increases proportionate to the size of the school. **(Waterford)**

SUPERANNUATION

20. That the ASTI negotiate pension rights for State Examinations Commission exam work. **(Cork South Paddy Mulcahy)**

21. That the ASTI investigate the impact on pensions of female members of the teaching profession given that pensions are now based on career average earnings. A report on this investigation will be presented to Convention 2025. **(Tipperary)**

22. That in any future pay negotiations, the ASTI would support the principle of pay and pension parity. **(West Mayo) (Already Policy)**

23. That the ASTI take immediate action to ensure the restoration of pre-2013 pensions provision for all members of the teaching profession. **(Wicklow)**

REDEPLOYMENT

24. That ASTI demand the establishment of a permanent, nationwide voluntary redeployment scheme for teachers. **(Galway) (Already Policy)**

**CONTRACTS OF INDEFINITE DURATION, PART-TIME AND FIXED TERM TEACHERS,
CLASS SIZE, CONDITIONS OF WORK**

CONDITIONS OF WORK

25. That the ASTI negotiate a reduction in teaching time to 18 hours per week. **(Carbery)**
26. In view of the additional workload placed on teachers of Leaving Certificate subjects containing additional components, the ASTI demand that the Department of Education makes within-timetable professional time available for individual teachers of those Leaving Certificate subjects containing additional components (coursework, orals or practical examinations), which it is proposed will be rolled out for all Leaving Certificate subjects. The professional time made available should be in the form of 66 hours per school year, or 2 hrs per week. **(Clare)**
27. That the ASTI campaign for the abolition of the Croke Park Hours, without any financial penalty to teachers. **(Cork South Paddy Mulcahy)**
28. That the ASTI ensure that the Croke Park Hours do not form any part of the working conditions of teachers in any future pay agreements. **(Cork South Paddy Mulcahy)**
29. That the ASTI negotiate that a teacher who has completed one year of service in a school be given successive rights to any position which may become available in their subject area in that school. **(Cork South Paddy Mulcahy)**
30. That the ASTI campaign for the PME to be reduced to one year. **(Cork South Paddy Mulcahy)**
31. That the ASTI negotiate with the Department of Education with the aim of introducing menopause leave which will allow teachers to request suitable workplace adjustments such as flexibility, time off to attend medical appointments and work task adjustments when teachers are experiencing symptoms. **(Drogheda Sean Higgins)**
32. That the ASTI negotiate with the Department of Education with the aim of establishing an independent and mandatory audit of teachers' psycho-social hazards and stresses in each school. **(Drogheda Sean Higgins)**
33. The ASTI demands that teachers on point 15 or higher of their pay scale have the right to opt in, or opt out, of the supervision and substitution scheme each year. **(Dublin North Central)**
34. Recognising the importance of providing humane and compassionate support to our members during times of bereavement, this convention compels the ASTI to seek a review of Circular Letter 0078/2022, with a view to amending the circular so that a more flexible, humane and compassionate application of the Bereavement Leave Entitlements therein be applied. In particular, the ASTI will seek a modification of the Circular Letter so that:
- the commencement of bereavement leave be at the discretion of the bereaved teacher, taking into consideration funeral arrangements and individual circumstances; and
 - bereaved teachers can be afforded the option to split the bereavement leave entitlement, providing teachers with the flexibility to manage their leave in a manner they deem necessary.
- This convention further authorises the ASTI to engage in meaningful dialogue with relevant stakeholders to ensure that any amendments made to Circular Letter 0078/2022 align with the collective needs and concerns of our union members. **(Dublin North East)**
35. The ASTI demand that, where there is a need in a second level school, full time contracts be given to teachers on a permanent basis, in the interest of recruitment and retention of teachers and in order to tackle the problem of the casualisation of the profession. **(Dublin North West)**
36. The ASTI work with other teacher unions to bring the issue of Croke Park hours to every relevant forum to negotiate their end. **(Dublin North West)**
37. In light of the teacher recruitment crisis, the ASTI demand changes to the PME training programme so that the 2nd year includes the Droichead programme. **(Dublin North West)**
38. That the ASTI seek the restoration of teachers Sick Leave entitlements to the arrangements pertaining before the economic crash of 2008. **(Dublin South 1)**

39. That the ASTI lobby for the enactment of stronger laws to prevent online abuse and harassment on social media platforms. **(Dublin South Central)**
40. That the ASTI demand high standard training for all second level teachers during the academic year prior to the introduction of new and redeveloped Senior Cycle subjects / courses / modules. **(Dublin South Central)**
41. That the ASTI insist a complete review and overhaul of the current Supervision and Substitution Scheme, its delivery and timetabling take place. **(Dublin South Central)**
42. That the ASTI conduct a survey to ascertain the amount of time teachers spend on administrative and secretarial tasks to the detriment of professional time available for planning teaching and learning. **(Fermoy)**
43. That in light of implementation of the Independent Body Examining Additional Working Hours recommendation that civil servants working hours be reduced to pre Haddington Road levels, in future negotiations the ASTI will prioritise the removal of Croke Park hours. **(Fermoy)**
44. That the ASTI ballot members with a view to taking industrial action, up to and including strike action, if the unpaid 33 Croke Park hours are not terminated before the beginning of the 2025/26 school year. **(Fingal)**
45. The ASTI seeks that teachers who opted out of the supervision and substitution scheme be allowed to re-enter the scheme. **(Kilkenny) (Already Policy)**
46. That the ASTI will enter discussions with the Department of Education regarding the provision of personal days. The ASTI seeks to have the provision of a half a personal day to be available to teachers where ten half personal days would be equivalent to five full personal days. **(Mullingar)**
47. That the ASTI insist that substitution as part of the supervision and substitution scheme is not additional teaching hours. **(Mullingar)**
48. That the ASTI negotiate an annual opt out option from the supervision and substitution scheme for all members who have given 15 years' service. **(Mullingar)**
49. That the ASTI conduct a survey of its members to establish the psychosocial risks (stressors) that teachers are experiencing in their working lives. **(Wexford Tony Boland)**
50. That the ASTI demand that the Croke Park hours be abandoned. **(Wexford Tony Boland). (Requires a Ballot)**
51. That the ASTI take immediate action to ensure the abolition of all Croke Park extra working hours and all Haddington Road extra working hours for all members of the teaching profession. **(Wicklow)**

EDUCATION, SCHOOL RESOURCES, TEACHING COUNCIL, CONTINUOUS PROFESSIONAL DEVELOPMENT, ASSESSMENT, CERTIFICATE EXAMINATIONS

EDUCATION

Composite Motion

52. That the ASTI insist, in the interests of ensuring that teacher voice is central to the development of new specifications, that the chairperson of each NCCA subject development group be elected by the members of each group.

In addition, that all feedback received in the consultation process for the draft specifications (syllabi) be forwarded to each member of the relevant subject development group so that a consensus report on the feedback may be published by the subject development group.

(Clare) (Dublin North West)

53. The ASTI demands that the Department of Education formalise the role of coordinator of educational supports for students with additional educational needs (sometimes known as the Special Educational Needs Coordinator, SENCO, or AENCO) and ensure standardised responsibilities, training, and support for educators in these positions.

(Dublin North Central)

54. That the ASTI engage with disability and parent organisations to address challenges in the special education teaching allocation, circular 0014/2017, focusing on resource allocation and training in the interests of enhancing wellbeing for teachers and students.

(Dublin North West)

55. That the ASTI continue to urge the department to supply the necessary training to facilitate inclusion models and engage with the NCSE and parents' bodies, especially in light of many SENCOs and SETs resigning their posts due to isolation and burn-out from ever-increasing workload and less support leading to greater divide between SETs and mainstream teachers.

(Dublin North West)

56. That ASTI negotiate with the Department of Education for the allocation of a qualified AEN teacher on an ex quota basis for all schools.

(Tipperary)

57. That the ASTI demand that until there is an in-depth review of the Junior Cycle Framework and a study of the most recent research into its current iteration that no final decisions should be made on Senior Cycle Reform. **(Stillorgan) (Already Policy)**

58. That the ASTI conduct a survey of teachers of senior cycle as to the preparedness of junior cycle students transitioning into senior cycle.

(Wexford Tony Boland)

SCHOOL RESOURCES

59. That the ASTI demand that schools be provided with standardised IT equipment for all state exams.

(Carbery)

60. As a result of the expanded introduction of a laboratory-based second component assessment for Leaving Certificate Physics, Chemistry and Biology, that the ASTI negotiate with the Department to provide an annual grant to enable schools to employ laboratory assistants along with dedicated funding for the provision of additional laboratory equipment. **(Clare) (Already Policy)**

61. The ASTI demands that the Department of Education establish a full-time tech support role in every school to enhance educational technology usage, support teachers, address diverse student needs, and ensure the effective maintenance and management of technological equipment. **(Dublin North Central)**

62. That the ASTI request that school financial accounts be made available to all teaching staff in their schools in the interest of efficient running of schools.

(Dublin North West)

63. That the ASTI insist that the Department of Education conduct a comprehensive audit and inventory of all school buildings, infrastructure and facilities in the State as per the Programme for Government 2020 and that the specifications against which this audit is based and the findings of the audit be made publicly available before year end 2025 in the interest of safety, health, welfare, fairness and equality of opportunity for all. **(Enniscorthy)**

64. ASTI calls on the Minister for Education to immediately provide properly resourced psychological services, specifically designated to schools so that students can access appropriate and timely clinical and therapeutic interventions and supports. (Mullingar)

This Convention commits the ASTI to actively engage with relevant stakeholders, including the Department of Education, to develop, finalise and implement such a scheme in a manner that best serves the professional development needs of our members. (Dublin North East)

TEACHING COUNCIL

65. That the ASTI demand that the Teaching Council deal with teachers' queries in a timely manner. (Carbery)
66. In order to increase the supply of substitute teachers and entice more student teachers to engage in substitution work in schools, the ASTI calls on the Minister for Education and the Teaching Council to abolish the €90 provisional registration fee for student teachers to register in order to receive payments from state funds. (Cork South Paddy Mulcahy)
67. That the ASTI highlight members concerns to the Minister for Education that the Teaching Council has had a financial deficit in its budget for the past year, and call on the Minister to carry out a full review of the operation of the Teaching Council in the interest of sustainability and integrity of the organisation. (Dublin North West)

CONTINUOUS PROFESSIONAL DEVELOPMENT

68. In recognition of the commitment of teachers to continuous professional development and the pursuit of higher education, this Convention authorises and compels the ASTI to pursue the development of a comprehensive scheme, in collaboration with relevant stakeholders, to afford teachers short periods of approved, paid leave for participation in further education at approved educational institutions.

Such a scheme should seek to develop a flexible framework which:

- enables teachers to take short, approved, and paid leave for purposes such as studying, sitting exams, conducting research, or otherwise meaningfully engaging with their academic endeavours;
- establishes agreed-upon scaled periods of paid leave, dependent upon and relevant to the level of study, as per the National Qualifications Framework;
- provides payment for a substitute teacher during the approved leave periods, ensuring minimal disruption to teaching and learning in the relevant school.

ASSESSMENT & CERTIFICATE EXAMINATIONS

Composite Motion

69. Given the recent developments in A.I. and the unique nature of each subject, that the ASTI urgently seek to ensure flexibility in the percentage of marks allocated (currently set at a minimum of 40% by the Minister for Education) to the additional component assessment(s) (coursework, orals, or practical examinations) of each Leaving Certificate specification (syllabus). Further, the percentage marks allocated to the additional component assessment(s) of each subject, be determined by each individual NCCA Leaving Certificate development group at a minimum of 20% of the overall marks. (Dublin North West) (Clare)

70. That the ASTI insist, that in relation to second components of all state examinations, the digital compilation of, storage of, and submitting of students' work to the State Examinations Commission not be the remit of a subject teacher. (Desmond)

71. In light of the growing availability and sophistication of artificial intelligence, that ASTI demand that the decision that some Leaving Certificate subjects' project work be submitted digitally be reversed. (Galway)

Composite Motion

72. That the ASTI restate its demand that the Easter and midterm breaks and weekends not be used for the sitting of state examinations and that senior cycle oral examinations be scheduled during term time in the interest of student and staff wellbeing and health and safety. (Dublin South 1) (Mullingar)
73. That the ASTI seek that there be no more than one CBA per subject at Junior Cycle in the interest of student wellbeing. (Mullingar)

**RULES AND CONSTITUTION, SOCIAL SOLIDARITY
ORGANISATION AND ADMINISTRATION**

RULES AND CONSTITUTION

74. That Rule 5 be amended by the addition of the word “party” before “political” in the first sentence and with the addition of a second sentence “This does not preclude the introduction or discussion of humanitarian issues or issues pertaining to global education.”

Rule 5 to then read:

“No party political or sectarian topic shall be introduced or discussed at any meeting of the Association. This does not preclude the introduction or discussion of humanitarian issues or issues pertaining to global education.” **(Bray)**

75. That Rule 5 of the ‘ASTI Rules and Constitution’ be amended to insert the word “party” immediately before the word “political” and that the words “or sectarian” immediately after the word “political” be deleted, such that the amended rule would then read:

“No party political topic shall be introduced or discussed at any meeting of the Association.” **(Dublin North East).**

Composite Motion

76. That Rule 5 of the ‘ASTI Rules and Constitution’ be deleted. **(Dublin North East) (Dublin South 2)**
77. Insert new rule immediately after Rule 111.
“A Rules Committee of five members shall be elected at Annual Convention every second year. The Rules Committee shall keep the rules under review by scrutinising the rules to ensure that the description therein of the processes, procedures and practices of the Association are democratic, member-centred, relevant and effective. The Rules Committee shall be convened by the President before the end of the school year in which it is elected.” **(Dublin South 1)**
78. That Rule 5 be amended by the addition of a second sentence “This does not preclude the introduction or

discussion of humanitarian issues or issues pertaining to global education” after “No political or sectarian topic shall be introduced or discussed at any meeting of the Association.”

Rule 5 to then read:

“No political or sectarian topic shall be introduced or discussed at any meeting of the Association.

This does not preclude the introduction or discussion of humanitarian issues or issues pertaining to global education.” **(Tuam)**

SOCIAL SOLIDARITY

79. That the ASTI strongly support the rights of children, both nationally and internationally, to education, to water, to food, to shelter, to medical assistance and to freedom from violence and murder.
(Cork South Paddy Mulcahy)

ORGANISATION & ADMINISTRATION

80. That the ASTI waive the membership fees for serving school stewards. **(Dublin South 2)**
81. That the ASTI provide each branch secretary with an ASTI branch email address for communication purposes and that said email be readily available and published in the diary. **(Dungarvan)**
82. That a committee be elected from Annual Convention to:
- research and review ASTI membership levels in our schools,
 - research the level of engagement of members at schools and branch level and
 - report back to Convention 2025
- (Wexford Tony Boland)**